

# A Modern Pathology Service

Steve Shiel  
Pathology Services Manager

Ashford and St. Peter's Hospitals   
NHS Trust

Feb 2006

# Subject of tutorial

- HPC Standards of Proficiency
  - 1b Professional relationships
  - Required that registrant BMS's are:
    - Aware of the general working of a hospital
    - Able to communicate effectively
    - Understand the team & discipline approach to the provision of pathology services

# Overview

- NHS: facts, figures, structure & function
- Acute Trusts
- Pathology
- Communications
- Modernising Pathology

# The NHS 2006

- Employs 1.3M staff
- Serves >60M people nationwide
- 325M primary care consultations
- 13.5M OPD consultations
- 14M A/E attendances (4.2M emergency admissions)
- 5.5M admissions to hospital for planned care

# Structure of NHS (2005)

- Department of Health
  - NHS, social services & public health.
- Strategic Health Authorities
  - 28 in England, each covering average pop of 1.8M
  - Surrey & Sussex SHA is local SHA

# Structure of NHS (2005)

- Primary Care Trusts (PCT's)
  - 302 across England, each serve pop of ~170K
  - Commission services from secondary care providers (Acute Trusts)
  - Include GP's and Walk-In centres

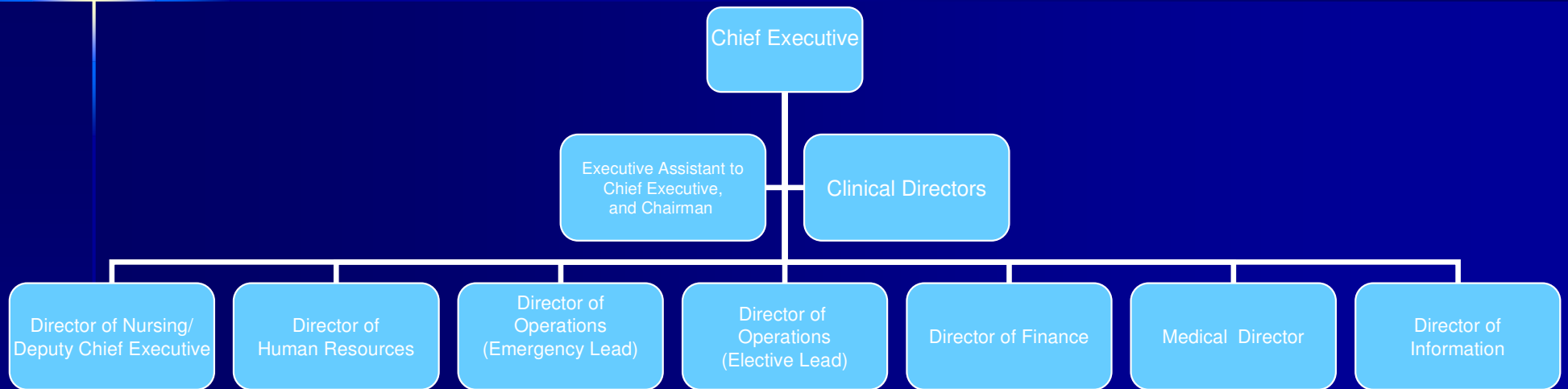
# Structure of NHS (2005)

- NHS Trusts (secondary care)
  - 176 acute Trusts in England providing medical & surgical care (emergency & elective)
  - Some offer tertiary care (often teaching hospitals)
  - Provide healthcare commissioned by PCT's
  - Includes Foundation Trusts
  - ?Independent Service Treatment Centres

# Acute Trust management

- Governed by Board which includes:
  - Chief Executive
  - Chair
  - Non-Executive Directors
  - Executive Directors, e.g. Finance, Nursing, HR, Operations, IT, etc
  - Sub-committees used (Audit, Clinical Governance, etc)

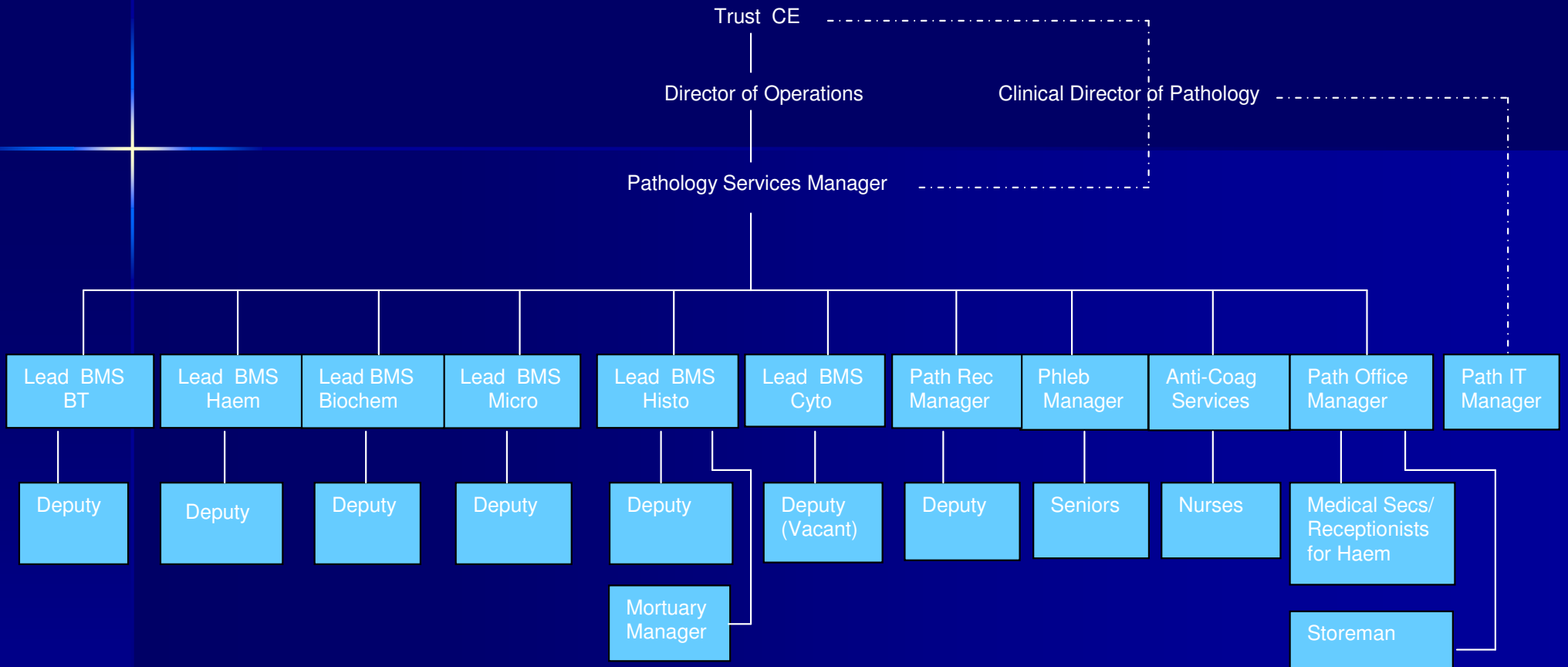
# Trust Structure – February 2006



# Trust Clinical Directorates

- A&E
- Anaesthetics
- Children's Services
- Clinical Radiology
- Critical Care
- Medicine
- Pathology
- Surgery
- Trauma & Orthopaedics
- Women's Health

# PATHOLOGY ORGANISATION CHART



# Role of Pathology

- A consultant led advisory service whose function is to aid the diagnosis of disease and monitoring of any treatment.
- At ASPH, employs 236 staff (191 WTE)
- Budget ~£12M per annum
- 1M requests (5½M tests) per annum

# Is Pathology important?

- Contributes 70% of data to patient record
- A&E Waiting Times
- Surgery
- Medical diagnosis & treatment
- Cancer Plan
- OPD episodes

# Who do we communicate with?

- Colleagues
  - In Pathology
  - In profession
- Service Users
  - In Trust
  - In primary care
  - Non-NHS service users

# Communications

- Patients, carers, relatives
- Public
- Support services in Trust
  - HR
  - Supplies
  - Transport
  - Facilities
  - Finance

# How do we communicate?

- Face to face
- Using telephone
- By report
- By email
- By letter
- By presentation/written article/leaflet

# What problems might we encounter?

- Understanding English/cultural differences
- Understanding terminology/units
- Poor hearing/noisy environment
- Sight problems
- Distractions
- Misconstrued message/information
- Inability to grasp relevance/urgency

# Modernising Pathology: what's it all about?

- Formation of Pathology Networks
- Creating more efficient services/reconfiguration
- Building a service responsive to Patients
- Embracing IT & using effectively
- Workforce development & re-profiling
- Encouraging innovation & employment of new technologies
- Partnership working with Independent Sector

# Further learning

- Develop a 5 – 10 minutes presentation on ONE of the following titles:
  - “Pathology and the ...
  - NHS Plan
  - NHS Improvement Plan
  - Cancer Plan
  - A&E experience
  - Patient Line of Sight

# Further learning (cont)

- Discuss the choice of presentation title with colleagues to ensure that each subject is covered.
- The presentations are to be delivered to the group in 1 months time (exact date to be advised)
- The following websites/hyperlinks will prove useful

# Essential reading

- “The NHS in England 2005/6: a pocket guide”
  - Ed: Peter Davies ISBN 1 85947 117 X
  - See Training Facilitator for your copy

# Links/resources

- [Pathology Service Improvement website](#)
- [Department of Health website](#) (NHS Plan, Improvement Plan & Cancer Plan)
- [Modernising Pathology Services](#)
- [Modernising Pathology: Building a service responsive to Patients](#)
- [RSCH website "Patient Line of Sight"](#)

# Additional links/resources

- National Institute for Health & Clinical Excellence (NICE)
- National Institute for Innovation & Improvement (NIII)
- National Pathology Adviser (Dr. Ian Barnes) presentation on "The Future for Pathology Services In England (2004)" – note slow download